

# MANAGEMENT (MGT)

## MGT 2000 - Legal Environment of Business I

3 Credits

Introduction to the U.S. legal system and to specific areas of the law such as torts, contracts, the law of agency and of business organizations.

The course also covers American public law affecting businesses, including securities regulations, antitrust law, consumer protection, employment and environment law. Global and ethical issues are considered throughout.

**Attributes:** Business Common Body Knowledge

## MGT 2930 - Special Topics

3 Credits (Repeatable for credit)

## MGT 2980 - Independent Study

1 or 3 Credits (Repeatable for credit)

Permission of the department chair.

## MGT 3000 - Management Theory and Practice

3 Credits

Topics covered include management using both classical as well as modern theories of organization; the functions of management, external, and/or environmental aspects bearing on managerial responsibility; development of practical management policy as guides to managerial decision-making and human aspects of management including motivation, workplace equity, and demographic diversity.

**Prerequisite(s):** Minimum Earned Credits of 30

**Attributes:** Business Common Body Knowledge

## MGT 3100 - Organization Behavior

3 Credits

A study of interpersonal relations between individuals and groups in an organizational setting. The social environment of the work situation, along with the need of understanding and working with this environment, is emphasized. Problems arising from such relations are analyzed and evaluated.

**Prerequisite(s):** MGT 3000

**Attributes:** HR Mgmt Minor Elective, L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

## MGT 3200 - Managing Ideas in Entrepreneurial Firms

3 Credits

The course is intended as a general introduction to the models and applications of entrepreneurship, innovation, and creativity. The course will introduce the three major forms of entrepreneurship-independent (as in self-employment), corporate entrepreneurship, and social venturing. In addition, the course will educate students about the three key elements of modern entrepreneurship: the recognition and creation of opportunities, the development of strategies to realize those opportunities and the packaging of those opportunities for maximum impact in intended markets.

**Prerequisite(s):** MGT 3000; Minimum Earned Credits of 60; CORE 1000; CORE 1500\*

\* Concurrent enrollment allowed.

**Attributes:** L&HR Mgmt Major Breadth Elect, Entrepreneurship Major Ideas Elec, Entrepreneurship Minor Ideas Elec, UUC:Collaborative Inquiry

## MGT 3201 - Social Entrepreneurship

3 Credits

This course is designed to introduce basic concepts and techniques of entrepreneurship applied to promote social good in all three sectors of the economy (for-profit, non-profit and government) to sophomores and juniors. The goal is to help students be better prepared for upper-level entrepreneurship and service leadership courses that build on social entrepreneurship knowledge. The course will cover the fundamentals of entrepreneurship with a particular focus on entrepreneurship in the pursuit of the greater good through charitable efforts, self-sustaining improvement efforts, and institutional efforts with a clear social benefit as part of the organization's mission.

**Prerequisite(s):** MGT 3000; Minimum Earned Credits of 60; CORE 1000; CORE 1500\*

\* Concurrent enrollment allowed.

**Attributes:** L&HR Mgmt Major Breadth Elect, Entrepreneurship Major Ideas Elec, Entrepreneurship Minor Ideas Elec, UUC:Collaborative Inquiry

## MGT 3210 - Managing Resources in Entrepreneurial Firms

3 Credits

Managing Resources in Entrepreneurial Firms (MREF) is intended as the fundamental preparation for entrepreneurship majors in the analysis and management of key resources used to create and sustain firms-financial, human, operational, and legal. Topics will include the life-cycle of the entrepreneurial firm, entrepreneurial leadership, and the human resource function in the small or engaging firm, the analysis of financial and accounting information for daily cash management and the evaluation of business performance, sources of funds for emerging and small businesses, strategies for managing assets, operations, and intellectual property, as well as strategies for growing and harvesting firms.

**Prerequisite(s):** MGT 3200\*; ACCT 2200; MGT 2000

\* Concurrent enrollment allowed.

**Attributes:** Entrepreneurship Major Resources, Entrepreneurship Minor Resources

## MGT 3300 - Management of Human Resources

3 Credits

Overview of contemporary HR problems and practices as related to the management of individual firms; major topics include: employee selection, training and development, personnel appraisal, organizational morale and discipline, compensation administration, employee benefits and services, organizational communication.

**Prerequisite(s):** MGT 3000

**Attributes:** HR Mgmt Minor Requirement, HR Mgmt Minor Elective, L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

## MGT 3301 - Negotiations and Conflict Resolution

3 Credits

This course focuses on processes for conducting negotiations and resolving conflicts. The course will introduce different theoretical perspectives and help students understand their own attitudes and aptitudes regarding negotiations and conflict resolution. In addition, students will have the opportunity to put this knowledge into practice and reflect upon the outcomes.

**Prerequisite(s):** MGT 3000

**Attributes:** L&HR Mgmt Major Elective, Entrepreneurship Major Elec, Sports Business Major Elective, Sports Business Minor Elective, Service Leadership Elective

**MGT 3400 - Intro to Sports Management**

3 Credits

This introductory course emphasizes basic management principles as they relate to the business of sports. Students are introduced to every aspect of sport business, which includes: ethics, management, marketing, law, media, economics, finance, events, facility management, governance, global industry and other related areas. There is an emphasis on developing and improving communication skills while interacting with senior executives from the industry. An overview is provided with regard to career opportunities in this field.

**Prerequisite(s):** MGT 3000; Minimum Earned Credits of 60

**Attributes:** L&HR Mgmt Major Breadth Elect, Entrepreneurship Major Breadth Req, Sports Business Major Requirement, Sports Business Minor Requirement

**MGT 3401 - Intercollegiate Athletics Management**

3 Credits

The course will offer extensive management, legal theory background, and important rules' interpretation, as well as the application on a variety of issues arising in intercollegiate athletics. The student will learn to recognize, approach, and resolve NCAA and Conference rules-related issues. The course will promote the student's ability to deal with problems in intercollegiate athletics and encourage critical thinking and reasoning. As an upper level sports business course member, the student will be challenged to assume a critical stance on the issues under study, and will have to support their stance theoretically, conceptually and practically.

**Prerequisite(s):** Minimum Earned Credits of 30

**Attributes:** Sports Business Major Elective, Sports Business Minor Elective

**MGT 3800 - Project Management**

3 Credits

Students in this course will learn that projects are the vehicles to introduce change into complex organizational systems and that managing that process requires business, technical and people skills. A growing number of industries are increasingly using project management as a way to manage organizational goals. Projects may involve disciplines such as information systems, accounting, operations management, marketing, and international business. The general course objective focuses on developing problem analysis/solution development skills related to project definition, planning, scheduling, organizing, managing and closing projects (a.k.a., the project management life cycle).

**Prerequisite(s):** Minimum Earned Credits of 60

**Attributes:** L&HR Mgmt Major Breadth Elect, Entrepreneurship Major Breadth Req, Sports Business Major Elective, Sports Business Minor Elective, Supply Chain Minor Elective

**MGT 3930 - Special Topics**

1-3 Credits (Repeatable for credit)

**MGT 3939 - Collaborative Inquiry**

3 Credits (Repeatable for credit)

Collaborative Inquiry Special Topics.

**Prerequisite(s):** CORE 1500<sup>\*</sup>; Minimum Earned Credits of 60; CORE 1000

<sup>\*</sup> Concurrent enrollment allowed.

**Attributes:** UUC:Collaborative Inquiry

**MGT 3980 - Independent Study**

1 or 3 Credits (Repeatable for credit)

Permission of the department chair.

**MGT 4000 - Strategic Management and Policy**

3 Credits

Capstone course to the business program; analysis of cases drawn from companies at different stages in the cycle of economic activities. Students develop approaches to corporate management functions and policy formulation at the top management level and an understanding of the strategic management process; application of the concepts of management, human relations, accounting, marketing, production, economics and financial analysis to real case situations.

**Prerequisite(s):** ACCT 2220; BIZ 3000; ECON 3120; ECON 3140; FIN 3010; IB 2000; MGT 2000; MGT 3000; MKT 3000; OPM 3050; BTM 2500; Minimum Earned Credits of 90

**Attributes:** Business Common Body Knowledge

**MGT 4101 - Fundamentals of Leadership**

3 Credits

The purpose of this course is to provide students an opportunity to apply theories of leadership to everyday practice, to understand the history of the study of leadership, to explore the relationship between personal awareness and reflection on growth in their leadership development, and to provide feedback from others on perceptions of the student's leadership effectiveness.

**Prerequisite(s):** MGT 3100

**Attributes:** L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

**MGT 4102 - Failing Forward: Leadership in Turbulent Times**

3 Credits

This course will create an awareness of the reasons why organizations experience crises and what might be done to identify problems, to avoid potential failure and to transform the organization to enable it to succeed in the future. The symptoms and, more particularly, the causes of failure will be examined in depth, as well as techniques that may be used to identify the onset of difficulties as early as possible. Successful turnaround strategies will more likely be achieved if problems are recognized early.

**Prerequisite(s):** MGT 3100

**Attributes:** L&HR Mgmt Major Elective, Entrepreneurship Major Elec

**MGT 4103 - Current Problems in Management**

3 Credits

In-depth analysis and exposure to current problems and challenges facing today's manager. Subject matter will vary from semester to semester.

**Prerequisite(s):** MGT 3100

**Attributes:** L&HR Mgmt Major Elective, Entrepreneurship Major Elec

**MGT 4200 - Business Plan Development**

3 Credits

Involves new business planning and analysis applied to developing and presenting financial and operational plans for new businesses. Topics include competitive analysis, strategic and managerial analyses, securing start-up financing and professional presentation methods. The class also provides interaction with entrepreneurs and local entrepreneurship professionals.

**Prerequisite(s):** ((MGT 3200 or MGT 3201); MGT 3210)

**Attributes:** Entrepreneurship Major Bus Plan, Entrepreneurship Minor Bus Plan

**MGT 4301 - Talent Management**

3 Credits

Addresses human resource planning, recruitment policies and practices at all organizational levels, pre-employment selections, interviewing and testing techniques and tools, appraisals and development of employee resources, internal personnel administration and equal employment opportunity affirmative action programs.

**Prerequisite(s):** MGT 3300**Attributes:** HR Mgmt Minor Requirement, L&HR Mgmt Major Elective**MGT 4302 - Compensation**

3 Credits

Addresses the purpose of compensation administration for the attraction of competent employees, retention of these employees, provision of incentives for effective employment and the rewarding of employees according to merit and accomplishment. The course presents the principles and concepts essential to establishing and maintaining adequate and equitable compensation for employees.

**Prerequisite(s):** MGT 3300**Attributes:** HR Mgmt Minor Requirement, L&HR Mgmt Major Elective**MGT 4400 - Integrated Sports Business Planning**

3 Credits

The Integrated Sports Business Capstone ties together the concepts learned in all previous sports business courses and in the general business studies (Marketing, Finance, etc.). It allows students to apply that knowledge to a 'real world' sports business project for a client (team, sponsor, etc.). Because of the non-traditional, project-oriented nature of the course, a heavy emphasis will be placed on team-based, experiential learning.

**Prerequisite(s):** MGT 3400; (2 courses from MKT 3500, ECON 4500, MGT 3301, MGT 4401, MGT 4914, MGT 4403, MGT 3401, and MGT 3800); Minimum Earned Credits of 90**Attributes:** Sports Business Major Requirement, Sports Business Minor Requirement**MGT 4401 - Legal Issues Sports and Entertainment**

3 Credits

This course aims to give the student an in-depth understanding of amateur and professional athletics, and the sports and entertainment industry in general, in relation to the American system of jurisprudence, statutory law, administrative law, constitutional law, and common law. It is intended to familiarize the student with legal concepts and analysis, which will be integral to the student's ability to recognize, approach and resolve sport and entertainment-related legal issues. Answers to legal questions will be pursued through critical thinking and reasoning, especially on matters of policy, legal and political philosophy, with an ultimate goal of gaining valuable insight on issues the student will be called to deal with in his/her ensuing academic and professional life.

**Prerequisite(s):** (MGT 2000 or PLS 1000)**Attributes:** Sports Business Major Elective, Sports Business Minor Elective**MGT 4403 - Sports Analytics**

3 Credits

Sports analytics refers to the use of data and quantitative methods to measure performance and make decisions to gain advantage in the competitive sports arena. This course is designed to help students to develop and apply analytical skills that are useful in business, using sports as the application area. The course will use extensive hands-on exercises with MS Excel (and its add-ins), Tableau, R, SQLite, and /or Power BI.

**Prerequisite(s):** (OPM 2070, STAT 1300, or STAT 3850)**Attributes:** Business Analytics Minor Elec, BTM Major Standard Elective, BTM Major AES Elective, Sports Business Major Elective, Sports Business Minor Elective**MGT 4500 - Legal Environment of Business II**

3 Credits

Advanced course for students (1) desiring to expand their knowledge of the legal and ethical environment of business and of issues in business law and/or (2) preparing to take the CPA examination. Topics covered include negotiable instruments, secured transactions, debtor-creditor relationships, property law, trusts and wills, business associations and other special topics such as accountants' liability and international legal problems.

**Prerequisite(s):** MGT 2000**Attributes:** L&HR Mgmt Major Breadth Elect**MGT 4912 - Entrepreneurship Internship**

1-3 Credits

This course can be used as elective credit. Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.

**Prerequisite(s):** MGT 3000; (MGT 3200\* or MGT 3201\*); CORE 1500\*; Minimum Earned Credits of 60; CORE 1000

\* Concurrent enrollment allowed.

**Attributes:** Entrepreneurship Major Elec, UUC:Reflection-in-Action**MGT 4913 - Leadership & Human Resource Management Internship**

1-3 Credits

This course can be used as elective credit. Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.

**Prerequisite(s):** MGT 3000; (MGT 3100\* or MGT 3300\*); CORE 1000; Minimum Earned Credits of 60; CORE 1500\*

\* Concurrent enrollment allowed.

**Attributes:** HR Mgmt Minor Elective, L&HR Mgmt Major Elective, UUC:Reflection-in-Action

**MGT 4914 - Sports Business Internship**

1-3 Credits (Repeatable for credit)

Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.

**Prerequisite(s):** MGT 3000; MGT 3400\*; CORE 1500\*; Minimum Earned Credits of 60; CORE 1000

\* Concurrent enrollment allowed.

**Attributes:** Sports Business Major Elective, Sports Business Minor Elective, UUC:Reflection-in-Action

**MGT 4930 - Special Topics**

3 Credits (Repeatable for credit)

**MGT 4980 - Advanced Independent Study in Management**

1-3 Credits (Repeatable for credit)

Permission of the department chair.

**MGT 5930 - Special Topics**

3 Credits (Repeatable for credit)

**MGT 5980 - Graduate Independent Study in Management**

1-3 Credits

**MGT 6000 - Management**

3 Credits

Course is an attempt to teach a set of skills grounded in behavioral science theory and research that are essential for a successful career in management. It will integrate the management principles of planning, organizing, leading and controlling with the skills necessary to accomplish these principles with people.

**Attributes:** MBA Breadth

**MGT 6003 - Legal, Ethical and Professional Environment of Business**

3 Credits

This course is directed at complex decision-making, requiring recognition and integration of legal, ethical and professional considerations in managing the socially responsible organization. It provides an overview of the relationship of the business organization to the legal system, including various modes of dispute resolution. In addition, the course addresses areas of legal risk and responsibility, encompassing how business is affected by, and interacts with, state and federal laws and regulations.

**Attributes:** MBA Required

**MGT 6006 - Strategy and Practice**

3 Credits

Emphasizes strategic evaluation and the synergies required for effective managerial decision-making through the formulation, implementation, and assessment of cross-functional decisions that enable the achievement of organizational objectives. Utilizes cross-functional and team-based, experiential learning, and is designed around the elements of a strategic plan and specific issues identified by a 'real world' client organization. Discussion and analysis of the strategic concept culminate with the presentation of an existing strategic problem to be addressed by student teams.

**Attributes:** MBA Required

**MGT 6100 - Failing Forward: Leadership in Turbulent Times**

3 Credits

This course should create an awareness of the reasons why organizations experience crises and what might be done to identify problems, to avoid potential failure and to transform the organization to enable it to succeed in the future. The symptoms and, more particularly, the causes of failure will be examined in depth, as well as the techniques that may be used to identify the onset of difficulties as early as possible. Successful turnaround strategies will more likely be achieved if problems are recognized early. (Offered every Fall)

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Management Conc

**MGT 6101 - Executive Decision Making**

3 Credits

Oriented toward giving the student insight into the decision-making process in management. The nature of managerial decision-making, the environment for decision-making and the philosophy and selected techniques for decision-making offered modern managers by the management sciences will be considered.

**Attributes:** MBA Management Conc

**MGT 6200 - New Venture Initiation**

3 Credits

The problems of starting a new service or manufacturing business. Entrepreneurship, characteristics of new ventures, raising capital and preparing business proposals.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Project Management Conc, MBA Management Conc, MBA Entrepreneurship Conc

**MGT 6201 - Corporate Innovation**

3 Credits

This course focuses on the corporate venturing process, which leverages the processes of internal entrepreneurship, working with universities and licensing new technology to promote the continued growth and learning of the organization. Topics include the strategic analysis of growth and innovation opportunities of the firm, reviewing the forms of corporate venturing (new markets, new product, commercialization, M&A, restructuring, etc.), and developing the skills of structuring and managing business innovations in complex existing systems in a manner which is exploratory, integrative, fast-paced, and resource-conscious.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Project Management Conc, MBA Management Conc, MBA Entrepreneurship Conc

**MGT 6202 - Family Business**

3 Credits

Focuses on the unique challenges facing family business: succession planning, managing change and development, managing role demands and conflicts at the family/firm interface. Students learn fundamental issues facing family firms through readings, lectures by experts, and presentations by members of local family businesses.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Management Conc

**MGT 6204 - Special Topics in Entrepreneurship**

3 Credits (Repeatable for credit)

Designed to bring emerging and varying entrepreneurial business issues and practices before graduate business students so that they may begin to better recognize, create, and capitalize on evolving business opportunities. Guest speakers and readings are supplemented with cases and projects involving 'real and live' entrepreneurial topics for examination of various issues in innovative business planning, corporate ventures, business growth, venture capital, emerging technologies; and other areas of entrepreneurial concern. Course study is intended to emphasize cross functional analysis of rapidly changing business environments to enable identification of entrepreneurial opportunities and the creation and successful management of innovative operations.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Management Conc

**MGT 6209 - Managing Resources in Startups**

3 Credits

This course is designed to help students understand the process and analytic techniques tied to the management of financial and legal resources of the emerging organization. The goals are: (1) to help students understand how to craft and analyze financial statements in support of the startup process and the ongoing management of the firm and (2) recognize the key legal issues involved in the creation and operation of organizations, and the alternatives for handling such issues. The course will focus on the accounting process in emerging organizations, with particular attention to the creation and analysis of financial statements, the models and options for financing emerging organizations, and legal issues including licensing, intellectual property, litigation and contracting in the creation of the firm.

**Prerequisite(s):** MGT 6200; (ACCT 5010 or (BIZ 6402 and BIZ 6403))

**Attributes:** MBA Management Conc, MBA Entrepreneurship Conc

**MGT 6210 - Advanced Business Plan - New Ventures**

3 Credits

Provides in-depth involvement in the development and presentation of a professional business plan. Topics include competitive analysis, strategic and managerial analysis, securing start-up financing, and professional presentation methods. Selected guest lecturers will include entrepreneurs and entrepreneurship experts from the region.

**Prerequisite(s):** MGT 6000; (MGT 6200 or MGT 6201)

**Attributes:** MBA Management Conc, MBA Entrepreneurship Conc

**MGT 6300 - Management of Human Resources**

3 Credits

Current topics and problems of human resources and personnel practices. Objectives consist of investigation and discussion of selected topics in recruiting, utilization, conservation, and development of human resources within the context of the individual firm and the labor market.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Management Conc

**MGT 6301 - Employee Performance & Turnover Management**

3 Credits

In this course students will learn advanced conceptual frameworks and practical approaches to managing employee job performance and voluntary turnover. This is a readings-based course with an emphasis on real-world management problem-solving, which assumes some basic human resource management knowledge.

**Prerequisite(s):** (MGT 6000 with a grade of C or higher or MGT 6000 with a minimum score of S)

**Attributes:** MBA Management Conc

**MGT 6400 - Ethics and Professional Development**

3 Credits

A framework of Ethical Leadership provides the structure of the course, with professional development concepts embedded. The resulting course walks students through their own personal and professional development while considering business ethics as the foundation. The course is framed in three parts (1) Awareness, 2) Decision Making & Intention, and 3) Action.

**MGT 6800 - Project Management**

3 Credits

This course provides an overview of the roles, responsibilities, and management methods of the project manager from project concept to closeout and the structure of project management within an organization. Content may include project selection, quality, scope, time, cost, human resources, communications, risk, procurement and integration management. Topics selected are based on the educational requirements for the Certified Associate in Project Management curriculum (CAPM) as prescribed by the Project Management Institute and complement the information technology management curriculum. This course uses techniques such as simulation, team projects, case studies and interactive discussions to facilitate application of the concepts. (Offered occasionally)

**Attributes:** MBA Project Management Conc, MBA Management Conc

**MGT 6820 - Entrepreneurship Theory Seminar**

3 Credits

This course offers a broad survey of theoretical approaches used in the study of entrepreneurship. It focuses on the foundations as well as "cutting edge" research on entrepreneurship.

**MGT 6930 - Special Topics**

3 Credits (Repeatable for credit)

**Attributes:** MBA Management Conc

**MGT 6980 - Graduate Independent Study in Management**

1-3 Credits (Repeatable for credit)